



LABOR ASSOCIATION OF WISCONSIN, INC.

Serving Public Employees Throughout Wisconsin

www.law-inc-wi.com - law@law-inc-wi.com

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*"Serving Public Employees
Throughout Wisconsin"*



Happy Holidays LAW Members!

I hope this finds you and your families well. It takes great pleasure and pride to announce that I have purchased the Labor Association of Wisconsin, Inc. (LAW), from Pat Coraggio. Pat started LAW in April of 1985 and has taken it to the level it is today. Without Pat Coraggio's guidance and expertise, I would not be here today with this great opportunity in front of me. I want to personally thank Pat for believing in me to take LAW to the next level! I wish him nothing but the best in his future endeavors, which includes being a LAW resource when needed.

A little about myself: my wife, Amanda and I have 4 children - Casen (18 mos.), Josh (14), Nate (14), and Matt (16). After serving four years in the United States Marine Corps, I was honorably discharged in the Fall of 1999. Looking for my next career opportunity, I started with LAW in January of 2000. My first responsibility was research/statistics. In addition to statistics, anywhere Pat went, I went for the next two years. I cannot begin to explain how much I learned from Pat seeing him work the bargaining table. Those years of hands-on field training were invaluable.

My main goal in taking the reins of LAW is for our members to not see any reduction in the services that you have come to expect from LAW over the past 29 years. I want you all to know that I am here because of all of you putting your faith in LAW. I will do whatever it takes to protect your rights that have been afforded to you as Public Employees. LAW continues to grow and we strive to provide the best service possible to our membership. If you EVER feel that LAW is not providing the services you deserve, please contact me ASAP.

In April of 2015, LAW will celebrate 30 YEARS of protecting the rights and fighting for the great public employees of Wisconsin. I am looking forward to the next 30 years and continuing to represent all of you.

Be Safe!

Ben Barth
President
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RECERTIFICATION ELECTION RULES

ERC 71.01 Policy. This chapter implements the portion of s. 111.70 (4) (d) 3. b., Stats., requiring the commission to conduct an annual election, no later than May 1, to determine whether collective bargaining representation shall continue for represented municipal sector general nonschool district employees who, as of January 30, are not subject to a collective bargaining agreement or are subject to a collective bargaining agreement entered into on or after June 29, 2011. The existing exclusive representative of such employees that wishes to continue said representation, or any other labor organization interested in representing such employees, must file a petition on or before January 30 requesting the commission to conduct a secret ballot election to determine whether a minimum of 51 percent of the bargaining unit employees eligible to vote favor collective bargaining representation by the petitioner or another petitioning labor organization.

DENTAL AND VISION INSURANCE RATE UPDATE

The Delta Dental premiums for 2015 are on a **two tier system: Single Rate and Family Rate**. Monthly payment coupons for both Dental and Vision Insurance are available to print on our web site under the "Insurance/Dental/Vision" tab.

2015 Delta Dental Insurance Monthly Premium Rates

Single Rate: \$47.00

Family Rate: \$118.00

OR

2015 Vision Insurance Monthly Premium Rates - (have not changed)

SINGLE PLAN	FAMILY PLAN	RETIREE SINGLE PLAN	RETIREE FAMILY PLAN
\$9.75 PER MONTH	\$22.00 PER MONTH	\$10.75 PER MONTH	\$24.50 PER MONTH



INTRODUCING LAW'S NEW LOOK

Starting in 2015, LAW will have a fresh updated look with a new logo and website design featuring valued-added informational items that span a variety of areas. Our new style will only enhance the specialized benefits and services we provide to our members.

The web site will continue to have navigation features to help make it easier to get around and find what you're looking for. As work behind the scenes is on-going, we welcome your feedback so that we can go even farther to improve your experience.

While you should be able to find most of the content you have come here for in the past, please contact us if you are having trouble locating the information you need.

Here is an overview of what you will find:

Home

Information about how LAW provides different tiers of labor representation along with links related to membership, consultants, VEBA, WPEA and dental and vision insurance to include links to downloadable forms and provider searchable data bases.

About

Information is provided about who we are, how we operate and where to reach us.

News and events

Posting of news and events that are of interest and important to the LAW community.

FAQ

We've chosen the most asked about questions members have however, if your question is not listed here, do not hesitate to contact us via phone or email.



Upcoming Holidays:

November 11 – Veterans Day

November 27 – Thanksgiving Day



December 5 – St. Nick Eve

December 7 – Pearl Harbor
Remembrance Day

December 17 – First Day
of Hanukkah

December 21 – First Day
of Winter



December 24 – Christmas Eve

December 25 – Christmas Day

December 31 – New Years Eve



January 1 – New Years Day

January 19 – Dr. Martin Luther
King, Jr. Day



THE TOOTH, THE WHOLE TOOTH

Teeth have been treated as tools rather than a living part of our physiology. They have been pulled, drilled, and filled, and as a result, significant damage has been inflicted to the rest of the body. This is why it's vitally important to understand the four reasons dental problems are causing illness in the body, and how to help remedy them.

INFECTIONS UNDER THE TEETH

Pockets of infection can exist under the teeth and be undetectable by x-rays. This is especially true for teeth that have had root canals, as it is incredibly hard to remove bacteria and toxins from the roots during this procedure.

These infections may persist for years without the patient's knowledge. When infections are present, toxins can leak out and depress the function of the immune system, leading to chronic degenerative diseases throughout the body. Once the infection is eliminated, many of the symptoms will disappear.

To help keep your mouth free of unwanted bacteria, consider oil pulling which can help remove unwanted bacteria.

ROOT CANALS

Michael Ziff, D.D.S., points out through research that 100 percent of root canals result in residual infection, and may be due to the imperfect seal that allows bacteria to penetrate. The oxygen-lacking environment of a root canal can cause bacteria to undergo changes, producing potent toxins that leak out into the body.

The late Weston Price, D.D.S., M.S., F.A.C.D., also found that toxins leaking out of root canals may cause systemic diseases of the heart, kidney, uterus, and nervous and endocrine systems.

Dr. Huggins adds to this by stating that when a tooth with a root canal is removed, the periodontal ligament that attaches to the tooth should also be removed, otherwise a pocket infection may remain. Full removal of the tooth and ligament stimulates the old bone to produce new bone for healing.

TOXICITY FROM RESTORATION MATERIALS

Dental amalgam fillings can release mercury, tin, copper, and silver into the body. These metals have various degrees of toxicity, and when used as fillings for teeth, can corrode or disassociate into metallic ions. These ions then migrate from the tooth to the root, the mouth, the bone, the connective tissues of the jaw, and finally into the nerves.

This allows them to travel into the central nervous system, where the ions will permanently reside, disrupting the body's normal functioning if they are not removed.

While all metals used for dental restoration are toxic, the most harmful are mercury dental amalgams (silver) used for fillings. These "silver fillings" contain 50 percent mercury and only 25 percent silver. Mercury has been recognized as a poison since the 1500s, yet they have been used in dentistry since the 1820s.

As astutely stated by Richard D. Fischer, D.D.S., "I don't feel comfortable using a substance (mercury amalgams) designated by the EPA to be a waste disposal hazard. I can't throw it in the trash, bury it in the ground, or put it in a landfill, but they say it's okay to put it in people's mouths. That doesn't make sense".

Avoid mercury fillings, and have existing ones properly removed by a biological dentist.

ELECTROGALVANISM

Due to its mineral content, saliva in the mouth is electrically conductive. When saliva interacts with a dental restoration containing metal, a battery is created causing an effect known as electrogalvanism. This is literally electricity generated by a person's fillings.

The saliva acts as a conductant and the dissimilar metal fillings try to neutralize each other to balance out the electrical charge. This causes toxic materials from the filling to erode, and leak into the body. This can cause a lack of concentration and memory, insomnia, psychological problems, tinnitus, vertigo, epilepsy, hearing loss, and eye problems.

Proceed cautiously when considering dental procedures, and eat properly to avoid them altogether.

SOURCES FOR THIS ARTICLE INCLUDE:

Trivieri, Larry, and John W. Anderson. *Alternative Medicine: The Definitive Guide*. Second ed. Celestial Arts, 2002.

Learn

more: http://www.naturalnews.com/045704_dental_problems_root_canals_oil_pulling.html#ixzz3IglDNqcz

FEAST YOUR EYES
ON THE MOST EPIC
THANKSGIVING
DESSERT OF
ALL TIME!



Dubbed the Pumpecapple Piecake (a portmanteau of pumpkins, pecans, and apples) this three-layer dessert combines pumpkin pie baked inside a pumpkin spice cake, a chocolate pecan pie baked inside a chocolate cake, and an apple pie baked inside a spice cake, all topped with cream cheese icing, a caramel



This holiday cake stands 11 inches tall and weighs 23.5 pounds! It is three layers of cake that have pies baked inside of them!

Each pie/cake is layered with a generous filling of cream cheese icing then iced all over with cream cheese icing and garnished with pecan pieces and topped with a generous caramel drizzle.

Basically, it's the Turducken of Thanksgiving desserts.

Photos courtesy of Three Brothers Bakery



Best Hot Chocolate Recipe

Ingredients:

- 28 oz box powered milk
- 2 C powder sugar
- 4 C coffee creamer
- 2 box instant chocolate pudding
- 2 box instant vanilla pudding
- 2 C cocoa

Instructions:

Stir 1/4 to 1/3 cup mix into each mug of warm water or warm milk (depending on taste).

Top with whip cream, marshmallows, peppermint stick, or chocolate drizzle.

❄️ Happy Holidays to All
From All of Us at LAW ❄️



ASSOCIATION MEMBERS!

PLEASE LET US HEAR FROM YOU!



IF YOU HAVE CHANGED YOUR CONTACT INFORMATION, WE NEED TO HEAR FROM YOU! PLEASE SEND ANY CHANGES TO YOUR ADDRESS, PHONE NUMBER AND EMAIL SO WE CAN KEEP IN CONTACT WITH YOU.

PLEASE MAIL THEM TO THE GERMANTOWN OFFICE OR SEND AN EMAIL TO: law@law-inc-wi.com.

THANK YOU

LAW - Ueba Health Benefit Trust Has Two Vacant Seats On The Board

The Labor Association of Wisconsin, Inc. (LAW) Health Benefit Trust (Trust) has two vacant seats on the Board of Directors. Under the by-laws, and the charter issued by the Internal Revenue Service (IRS), there will be seven persons who serve on the Board of Trustees. Three of the seats will be permanent seats appointed by LAW and three seats will be elected by participating LAW, Full-Service Members and one seat filled by an affiliate member. One Trustee will be elected by the participating members each year to a four year term, or a partial term if a Trustee resigns mid-term.

The Board of Directors meets quarterly and has been meeting at the Germantown LAW home office on the second Tuesday of January, April, July and October.

If you are interested, please submit a letter to the Board indicating your desire to fill one of these positions and any experience or background that you may have to assist in being given consideration by the Board.

